

Abstract

The master's thesis deals with redundancy payment and other compensations that result from labour relations and service relations. The main task is a description of redundancy payment and notice reasons related to redundancy payment. The thesis describes redundancy payment in the Slovak Republic and compares it with redundancy payment in the Czech Republic. Compensation in the service relationship and officials of territorial self-governing units are discussed. The case law of the Supreme Court is included.

The diploma thesis is divided into four chapters. The termination of employment is discussed in the first chapter. The chapter focuses on legal action towards termination of employment. The reasons for termination of employment under the Labour Code related to redundancy payment are described.

The second chapter focuses on redundancy payment as the main topic of the thesis. The chapter contains definition and purpose of redundancy payment. The legal redundancy payment and its amount are defined. Further, the calculation of redundancy payment is explained. There is also an explanation of contractual redundancy payment where the parties can agree on redundancy payment.

The third chapter describes the termination of employment, redundancy payment under the Slovak Labour Code. It also compares the legislation on redundancy payment in the Slovak Republic and the legislation on redundancy payment in the Czech Republic.

The last fourth chapter focuses on the service and officials of territorial self-governing units. When the difference between service and employment is described. The Civil Service Act regulates severance pay and surrender for civil servants. Members of the security forces are entitled to severance pay. Professional soldiers are allowed by law to get surrender and severance pay. Officials of territorial self-governing units are entitled to redundancy payment under the Labour Code, as well as other redundancy payment.

Key words: redundancy payment, termination of employment, compensation